

**PATRICK J. HALTER
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HEARINGS:

VIDEOCONFERENCE AND IN-PERSON

PROFESSIONAL STATEMENT

My craft and practice is dedicated to advancing the principles and standards of conduct and ethics in the FMCS-NAA Code of Professional Responsibility for Labor Management Arbitrators; ABA Canons of Professional Ethics; and standards of professionalism and civility advocated by College of Labor and Employment Lawyers and American Arbitration Association. Every appointment represents an opportunity to advance the profession of labor and employment relations for advocates and clients as well as neutrals. Contributions to the profession and practice of labor and employment relations occur with presentations at workshops, teaching post-graduate labor and employment relations at the university level and case contributions to labor and employment treatises. As a neutral, my experience encompasses grievance and rights arbitration, negotiation impasses, factfinding, med-arb, mediation and early intervention review, elections, card check\neutrality agreements, public safety investigations and public project advisor.

PROFESSIONAL AFFILIATIONS

American Arbitration Association
American Bar Association
Association of Workplace Investigators ("AWI")
International Centre for Dispute Resolution
National Academy of Arbitrators
National Association of Railroad Referees

TRAINING

Advance Employment Practitioner - ACR
Mediator - District of Columbia Superior Court
Hearing Officer - National Judicial College
Law Enforcement - Albuquerque Citizens Police Academy and WA PERC Law Enforcement Training
AWI's Boot on the Ground Investigations - Violence, Threats, Harassment, Bullying, Retaliation

EDUCATION

National Judicial College - Due Process and Fair Hearing Practices
Johns Hopkins University - Applied Economics Post-Graduate Fellowship
Indiana University - Master's Public Finance and Labor Relations
Arizona State University - BA Economics and History
CLEs - evidence, contracts, civil procedure, administrative law, remedies

ROSTERS

State of Washington Law Enforcement Disciplinary Grievance Arbitration Panel
National Railroad Adjustment Board - Third Division; Public Labor Boards, Special Boards of Adjustment
State Employment Relations Boards - AK, CA, MT, NE, NV, OR, WA, KS, IN, DC, VI

Permanent Panels - U.S. Postal Service\APWU, NALC, MHU; Clark County (Las Vegas, NV) School District\NEA; Las Vegas "The Strip" Gaming Casinos\CWU; IRS\NTEU; U.S. Food Inspection Service\AFGE; VA\NFFE; AFL-CIO Jurisdictional Disputes; ABA Employment Disputes Panel; Freeport-McMoRan Employee Arbitration Governance; Robinson-Shappard Arbitration Act Panel; Rocky Mountain Steel\USWA; Kroger, Smith's, Safeway\UFCW; UPS\IBT; Koppers Industries\IAMAW; Meadow Lake County Water and Sewer District Board; FAA\Air Traffic Controllers Union (National Panel); FAA\NAGE (Northwest, Southwest Panels); Tinker AFB and Kirtland AFB\AFGE; Customs & Border Protection\NTEU, AFGE; Panama Canal Commission\MTC, IAFF, FOP, OPEIU, NMU; UMW New Mexico District; U.S. Maritime Commission\Master, Mates and Pilots; Weyerhaeuser\Woodworkers.

PUBLICATIONS

Awards published by Bloomberg\BNA; Lexis Nexis; Westlaw; CCH; LRP. Awards cited in Elkouri & Elkouri, *How Arbitration Works*, BNA's *Discharge and Discipline*, Dewey Publications *Principles of Federal Sector Arbitration*, and Lexis *Labor and Employment Arbitration*; Contributing Editor, *Duty of Fair Representation*, *How Arbitration Works*; Editor, NAA Annual Proceedings; Editor, Federal Service Labor Law Review.

ISSUES

Arbitrability, bargaining-unit work; conduct (off-duty); continuing violation; contract interpretation; disability benefits; discipline, discharge, discriminations (ADA, ADEA, Title VII, etc.); FLSA; FMLA; COVID; hours of work and scheduling; HIPAA; health insurance; layoffs and recall; LCA; OSHA; job bidding; management rights; overtime; past practice; retaliation; seniority; sexual harassment; social media; tenure and reappointment; union rights and security; wages; whistleblowing; workplace violence and threats.

INDUSTRIES

Airlines; aerospace; administrative support services; community colleges; public safety; education and support services; universities; utilities; social work; law enforcement; lumber; meat packing; resorts and casinos; hospitals\assisted living centers\health care; police and fire; corrections; penal institutions and services; railroad; rubber, tire; water and sewer; waste disposal; refrigeration\HVAC; electrical; transportation; warehousing.

ARBITRATION - EXPERIENCE

Impartial Arbitrator, Factfinder, Mediator 1999 - Present

Chair, Labor-Management Relations Board, City of Albuquerque 2008-2015

Professor, ILR, University of New Mexico 2005-2007

Director, New Mexico Public Employment Labor Relations Board 1992-1999

ILR Project Director - Ford and UAW, Goodyear and URW, W.P. Dolan & Associates, Inc. 1986-1992

Staff Associate, U.S. Federal Service Impasses Panel & Foreign Service Disputes Panel 1980-1986

Field Agent, Office of General Counsel, Washington DC Region, Federal Labor Relations Authority 1979

RATES/POLICIES

Per Diem: \$1,600.00 (open to discussion of alternative arrangement)

Cancellation: one day per diem for each hearing day. Applies when less than thirty (30) calendar day notice of cancelled hearing or change in hearing date for any reason (temporary postponement, rescheduling). Thirty day notice applies to situations where the parties decide to proceed with briefs in lieu of hearing. Joint and several liability for fee and cancellation payment.

Expenses: actual expenses including penalty or cancellation fee incurred for lodging and transportation when hearing is cancelled, postponed or rescheduled. Travel time in excess of 3 hours pro-rated. Joint and several liability for expense reimbursement.